

## Appendix A - Pay and Grading Structure

### NJC Salary Scale as at 1 April 2023

| Grade | Pay Point | Annual Salary | Hourly Rate | Monthly | Weekly |
|-------|-----------|---------------|-------------|---------|--------|
|-------|-----------|---------------|-------------|---------|--------|

|          |   |       |       |         |        |
|----------|---|-------|-------|---------|--------|
| <b>A</b> | 2 | 22366 | 11.59 | 1863.83 | 428.94 |
|          | 3 | 22737 | 11.79 | 1894.75 | 436.05 |

|          |   |       |       |         |        |
|----------|---|-------|-------|---------|--------|
| <b>B</b> | 4 | 23114 | 11.98 | 1926.17 | 443.28 |
|          | 5 | 23500 | 12.18 | 1958.33 | 450.68 |
|          | 6 | 23893 | 12.38 | 1991.08 | 458.22 |
|          | 7 | 24294 | 12.59 | 2024.50 | 465.91 |

|          |    |       |       |         |        |
|----------|----|-------|-------|---------|--------|
| <b>C</b> | 8  | 24702 | 12.80 | 2058.50 | 473.74 |
|          | 9  | 25119 | 13.02 | 2093.25 | 481.73 |
|          | 10 | 25545 | 13.24 | 2128.75 | 489.90 |
|          | 11 | 25979 | 13.47 | 2164.92 | 498.23 |
|          | 12 | 26421 | 13.69 | 2201.75 | 506.70 |

|          |    |       |       |         |        |
|----------|----|-------|-------|---------|--------|
| <b>D</b> | 13 | 26873 | 13.93 | 2239.42 | 515.37 |
|          | 14 | 27334 | 14.17 | 2277.83 | 524.21 |
|          | 15 | 27803 | 14.41 | 2316.92 | 533.21 |
|          | 16 | 28282 | 14.66 | 2356.83 | 542.39 |
|          | 17 | 28770 | 14.91 | 2397.50 | 551.75 |

|          |    |       |       |         |        |
|----------|----|-------|-------|---------|--------|
| <b>E</b> | 18 | 29269 | 15.17 | 2439.08 | 561.32 |
|          | 19 | 29777 | 15.43 | 2481.42 | 571.07 |
|          | 20 | 30296 | 15.70 | 2524.67 | 581.02 |
|          | 21 | 30825 | 15.98 | 2568.75 | 591.16 |
|          | 22 | 31364 | 16.26 | 2613.67 | 601.50 |

|            |    |       |       |         |        |
|------------|----|-------|-------|---------|--------|
| <b>SO1</b> | 23 | 32076 | 16.63 | 2673.00 | 615.16 |
|            | 24 | 33024 | 17.12 | 2752.00 | 633.34 |
|            | 25 | 33945 | 17.59 | 2828.75 | 651.00 |

|            |    |       |       |         |        |
|------------|----|-------|-------|---------|--------|
| <b>SO2</b> | 26 | 34834 | 18.06 | 2902.83 | 668.05 |
|            | 27 | 35745 | 18.53 | 2978.75 | 685.52 |
|            | 28 | 36648 | 19.00 | 3054.00 | 702.84 |

|            |    |       |       |         |        |
|------------|----|-------|-------|---------|--------|
| <b>PO1</b> | 29 | 37336 | 19.35 | 3111.33 | 716.03 |
|            | 30 | 38223 | 19.81 | 3185.25 | 733.04 |
|            | 31 | 39186 | 20.31 | 3265.50 | 751.51 |
|            | 32 | 40221 | 20.85 | 3351.75 | 771.36 |

|            |    |       |       |         |        |
|------------|----|-------|-------|---------|--------|
| <b>PO2</b> | 33 | 41418 | 21.47 | 3451.50 | 794.32 |
|            | 34 | 42403 | 21.98 | 3533.58 | 813.21 |
|            | 35 | 43421 | 22.51 | 3618.42 | 832.73 |
|            | 36 | 44428 | 23.03 | 3702.33 | 852.04 |

|            |    |       |       |         |        |
|------------|----|-------|-------|---------|--------|
| <b>PO3</b> | 37 | 45441 | 23.55 | 3786.75 | 871.47 |
|            | 38 | 46464 | 24.08 | 3872.00 | 891.09 |
|            | 39 | 47420 | 24.58 | 3951.67 | 909.42 |
|            | 40 | 48474 | 25.13 | 4039.50 | 929.64 |

|            |    |       |       |         |        |
|------------|----|-------|-------|---------|--------|
| <b>PO4</b> | 41 | 49498 | 25.66 | 4124.83 | 949.28 |
|            | 42 | 50512 | 26.18 | 4209.33 | 968.72 |
|            | 43 | 51515 | 26.70 | 4292.92 | 987.96 |

**JNC Salary Scale as at 1 April 2023**

| <b>Grade</b> | <b>Pay Point</b> | <b>Annual Salary</b> | <b>Hourly Rate</b> | <b>Monthly</b> | <b>Weekly</b> |
|--------------|------------------|----------------------|--------------------|----------------|---------------|
|--------------|------------------|----------------------|--------------------|----------------|---------------|

|              |    |       |       |         |         |
|--------------|----|-------|-------|---------|---------|
| <b>JNC A</b> | 50 | 53384 | 27.67 | 4448.67 | 1023.80 |
|              | 51 | 54706 | 28.36 | 4558.83 | 1049.16 |
|              | 52 | 56016 | 29.03 | 4668.00 | 1074.28 |
|              | 53 | 57339 | 29.72 | 4778.25 | 1099.65 |

|              |    |       |       |         |         |
|--------------|----|-------|-------|---------|---------|
| <b>JNC B</b> | 54 | 58660 | 30.41 | 4888.33 | 1124.99 |
|              | 55 | 59970 | 31.08 | 4997.50 | 1150.11 |
|              | 56 | 61423 | 31.84 | 5118.58 | 1177.98 |
|              | 57 | 62864 | 32.58 | 5238.67 | 1205.61 |

|              |    |       |       |         |         |
|--------------|----|-------|-------|---------|---------|
| <b>JNC C</b> | 58 | 65270 | 33.83 | 5439.17 | 1251.75 |
|              | 59 | 66698 | 34.57 | 5558.17 | 1279.14 |
|              | 60 | 68144 | 35.32 | 5678.67 | 1306.87 |
|              | 61 | 69574 | 36.06 | 5797.83 | 1334.30 |

|              |    |       |       |         |         |
|--------------|----|-------|-------|---------|---------|
| <b>JNC D</b> | 62 | 74666 | 38.70 | 6222.17 | 1431.95 |
|              | 63 | 76479 | 39.64 | 6373.25 | 1466.72 |
|              | 64 | 78297 | 40.58 | 6524.75 | 1501.59 |

|  |    |       |       |         |         |
|--|----|-------|-------|---------|---------|
|  | 65 | 80115 | 41.53 | 6676.25 | 1536.45 |
|--|----|-------|-------|---------|---------|

|              |    |       |       |         |         |
|--------------|----|-------|-------|---------|---------|
| <b>JNC E</b> | 66 | 81926 | 42.46 | 6827.17 | 1571.18 |
|              | 67 | 83766 | 43.42 | 6980.50 | 1606.47 |
|              | 68 | 85110 | 44.11 | 7092.50 | 1632.25 |
|              | 69 | 87449 | 45.33 | 7287.42 | 1677.10 |

|              |    |       |       |         |         |
|--------------|----|-------|-------|---------|---------|
| <b>JNC F</b> | 70 | 89460 | 46.36 | 7455.00 | 1715.67 |
|              | 71 | 91517 | 47.43 | 7626.42 | 1755.12 |
|              | 72 | 93262 | 48.34 | 7771.83 | 1788.59 |
|              | 73 | 95407 | 49.45 | 7950.58 | 1829.72 |

|              |    |        |       |         |         |
|--------------|----|--------|-------|---------|---------|
| <b>JNC G</b> | 75 | 97601  | 50.58 | 8133.42 | 1871.80 |
|              | 76 | 99845  | 51.75 | 8320.42 | 1914.84 |
|              | 77 | 102141 | 52.94 | 8511.75 | 1958.87 |
|              | 78 | 104490 | 54.15 | 8707.50 | 2003.92 |

#### Chief Executive Salary Scale as at 1 April 2023

| Grade            | Pay Point | Annual Salary | Hourly Rate | Monthly  | Weekly  |      |
|------------------|-----------|---------------|-------------|----------|---------|------|
| <b>Chief</b>     | 91        | 136920        | 70.97       | 11410.00 | 2625.86 | CEX1 |
| <b>Executive</b> | 92        | 142317        | 73.77       | 11859.75 | 2729.37 | CEX2 |
|                  | 93        | 147714        | 76.56       | 12309.50 | 2832.87 | CEX3 |
|                  | 94        | 153111        | 79.36       | 12759.25 | 2936.38 | CEX4 |

#### Skills Groups Salary Scales as at 1 April 2023

| Grade          | Pay Point | Annual Salary | Hourly Rate | Monthly | Weekly |
|----------------|-----------|---------------|-------------|---------|--------|
| <b>Group 1</b> | 17        | 28770         | 14.91       | 2397.50 | 551.75 |
|                | 20        | 30296         | 15.70       | 2524.67 | 581.02 |
|                | 25        | 33945         | 17.59       | 2828.75 | 651.00 |
| <b>Group 2</b> | 17        | 28770         | 14.91       | 2397.50 | 551.75 |
|                | 19        | 29777         | 15.43       | 2481.42 | 571.07 |
|                | 22        | 31364         | 16.25       | 2613.67 | 601.50 |
| <b>Group 3</b> | 14        | 27334         | 14.17       | 2277.83 | 524.21 |

|  |    |       |       |         |        |
|--|----|-------|-------|---------|--------|
|  | 15 | 27803 | 14.41 | 2316.92 | 533.21 |
|  | 20 | 30296 | 15.70 | 2524.67 | 581.02 |

|                |   |       |       |         |        |
|----------------|---|-------|-------|---------|--------|
| <b>Group 4</b> | 7 | 24294 | 12.59 | 2024.50 | 465.91 |
|                | 8 | 24702 | 12.80 | 2058.50 | 473.74 |
|                | 9 | 25119 | 13.02 | 2093.25 | 481.73 |